

Strategic Plan

2018–2024



PHARMACEUTICAL SOCIETY
of New Zealand Incorporated

“Shaping the future of the pharmacy profession to achieve quality patient outcomes”

OUR GOALS:

- 1. Strengthen** the capability of pharmacists to provide high quality professional practice in the delivery of services.
- 2. Enable**, cultivate and support innovation and medicines management in pharmacy practice.
- 3. Drive change** to ensure pharmacists provide people-centred care across a wide range of practice settings.
- 4. Provide leading edge education** and training for pharmacists, technicians, interns and other health professionals.
- 5. Develop leadership** capabilities and ensure the workforce evolves to reflect future health professional requirements.
- 6. Promote the role of the pharmacist** as the medicines expert in the healthcare team.

As the professional voice of Pharmacy, PSNZ is building the future profession based on 4 pillars of strength:

Membership

- PSNZ provides high quality services to members
- Active Branches support the strategic direction
- PSNZ uses a variety of tools to communicate with and engage members
- PSNZ is forward thinking, responsive and proactive
- PSNZ is flexible and responsive To adapt to evolving pharmacy sector

Advocacy & Leadership

- PSNZ is the voice of Pharmacy throughout the health sector
- PSNZ is leading the discussion for the post 2020 Pharmacy action plan
- PSNZ has developed and maintains strong effective relationships with other parities in the Pharmacy and wider health sector
- PSNZ has a sought after leadership development approach / framework
- PSNZ is leading the Development of future Pharmacy leaders
- PSNZ facilitates diverse Pharmacist representation on appropriate working groups
- PSNZ has influenced government legislation, regulation and funding enabling innovative pharmacy practice and driving improvement across the health sector
- Pharmacists have governance positions of influence across key organisations in the health sector

Innovation

- PSNZ is proactive and leads the development of new services
- PSNZ supports and evaluates the implementation of new services provided by pharmacists
- PSNZ is leading the design of models of care
- PSNZ supports and works with disruptive change
- PSNZ is actively scanning for, evaluating and developing innovative services for the New Zealand pharmacy context
- Pharmacists are able to provide all adult vaccinations

Integrated Workforce

- Pharmacists are working collaboratively in a wide variety of practice environments
- Pharmacists are working at the top end of their scope or in newly defined scopes of practice
- Pharmacists are known as a key provider of healthcare for the population
- PSNZ is championing the aspirations of the profession
- All Pharmacists are recognised as Medicines management experts
- All pharmacists have the potential to be "prescriber pharmacists"
- PSNZ has re-engineered the Pharmacy Technician role to support high quality professional practice

Success Statements: We will know we have met our goals when

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Membership

- Member surveys show they know what information can be provided by the Society and how to access it
- Analytics show members are seeking advice and support via email, website, phone and at events
- Smart technology is used to support members' needs
- 90% of pharmacists achieve approved accreditation levels to provide additional or new services.
- All registered pharmacists are members of PSNZ

Advocacy & Leadership

- Mapped out a focused agenda with other parties
- 150 future leaders development supported
- Leadership development programme has full capacity that develops capable leaders and talent
- 50% representation of pharmacists < 36 years of age in pharmacy leadership
- Legislative and regulatory changes have been made for pharmacists to be leading health professionals in the New Zealand health sector
- 20 pharmacists hold positions of influence within health governance annually

Innovation

- All roles and services described in the New Zealand Pharmacists National Framework of Services are implemented across the country
- 25% of new services delivered by pharmacists focus on Māori health needs
- Innovative new models of care and ways of working are implemented and are ongoing in New Zealand

Integrated Workforce

- Developed new models and ways of working
- DHBs/PHOs recognise, provide and fund positions for pharmacists to work in expanded scopes of practice
- Pharmacists are remunerated appropriately for the services they provide
- High levels of job satisfaction and fulfilment recorded by pharmacists
- Expanded roles of pharmacists as health professionals is the norm as part of the New Zealand health service provider system
- Primary health care includes integrated practice and workforce throughout New Zealand
- There is a 1 in 50,000 population ratio of prescriber pharmacists

Measures: We will use these measures to track our progress

As the professional voice of Pharmacy, PSNZ is building the future profession based on 4 pillars of strength:

Membership

- PSNZ provides a wide range of CPE and training options
- PSNZ has a variety of tools to engage members, including website and IT facilitating sharing of information and resources among members
- Learning is offered to support changing practice areas and new models of care, and to build health literacy and navigator skill sets for pharmacists
- An Early Career Pharmacist Consultation has been conducted and an ECP Blue Paper formally published

Advocacy & Leadership

- Providing research-led and robust written responses on behalf of members to relevant national consultations
- Influence and contribute to :
 - any legislation change proposals
 - key government health policy and its implementation
- Provide information and tools to help members understand and implement practice-based legislation changes
- Grow stakeholder relationships and networks
- Appropriate and sustainable remuneration is championed alongside roles and services pharmacists can provide
- PSNZ Leadership Certificate is launched and includes a mentoring and/or supported development approach and the recognition of established sector leadership training qualifications
- A “Brand Pharmacist” campaign is implemented across sector and public arenas
- Lead the work to ensure technician registration can occur

Innovation

- Explore and develop:
 - opportunistic and scheduled monitoring and screening services by pharmacists
 - population and personal health programmes
 - the delivery of public health interventions
- Services that improve access and equity of health outcomes for Māori, Pacific and refugee populations are developed
- Partnering with innovative start up initiatives
- New services supporting pharmacist’s roles in primary care are developed

Integrated Workforce

- Provide change management guidance and support to members
- Support the workforce to embrace change and take up new opportunities
- Support the needs of rural practice delivery and combine with rural health care hubs
- Advocate for and provide information to support:
 - Integrated care teams using pharmacists’ medicine management skills
 - Pharmacists in general practice medical centres
 - Pharmacists providing MTA services
 - Pharmacists participating in a range of enhanced medicine management services
 - Pharmacists working in an Integrated, one-team approach in primary health
- Foster inter-professional development, training and networking
- Work and advocate for pharmacists to have full access to appropriate patient health information electronically